SCHOOL OF SOCIAL WORK
University of Illinois
Navy Pier, CHICAGO

The COMPASS

AMERICAN·ASSOCIATION·OF·SOCIAL·WORKERS
130 E· 22d·St · New York City

APRIL, 1934 VOLUME XV, NUMBER 7

Employment Service Gets Full Appropriation

Many chapters and members of the Association made known their interest in the United States Employment Service and their opposition to the curtailment of the service threatened by the reduction of the appropriation in the House. With the support of social workers and others interested, the original appropriation of $3,700,000 was restored and passed by both Houses and the bill has been signed by the President.

Experience with unemployment relief during the last few years has demonstrated convincingly the fundamental importance of a national employment service in administering relief programs. Social workers therefore felt strongly that the United States Employment Service should not be curtailed but should be continued at full strength as an essential activity in unemployment relief.

The Wagner-Lewis Bill

The fate of the Wagner-Lewis Bill, designed to stimulate state unemployment insurance measures, is uncertain as *The Compass* goes to press. Hearings were held before the House Committee which the A.A.S.W. helped to organize. Several social workers testified at the hearings and chapters cooperated by getting others interested in the bill, particularly industrialists who were in favor of it.

The bill has not yet been reported out by the Committee but in the meantime the Association's Committee on Coordination of Governmental Services, of which Harry Lurie is Chairman, has made a detailed study of the provisions of the bill. Copies of the Committee's report containing its analysis and recommendations have been sent to the Chapters.

After its study of the bill the Committee concluded that it might be endorsed "for the reason that it appears to be the most immediately effective federal measure to encourage state legislation setting up reserves or insurance for compensation to the unemployed. It is not to be considered as fulfilling the requirements for adequate federal legislation on this subject, but should be supported as an interim measure on the basis that the present temper of the Administration and Congress does not promise more comprehensive legislation and that the bill would not be an obstacle toward a more broadly conceived program if the attitude of the Administration and Congress were to tend in this direction."

Thomas L. Brennock

With the death of Father Brennock on February 5, 1934, social work lost one of its most vigorous, able and charming personalities. A graduate of Dartmouth College, St. Joseph's Seminary and the New York School of Social Work, he was thoroughly prepared for the profession which he wanted to follow and for eight years in his position as director of the Family Care Division of the Catholic Charities, Archdiocese of New York, he unfailingly supported and promoted high standards of social work. He always took an active part in community welfare and professional activities and at the time of his death was president of the Alumni Association of the New York School of Social Work. He was an interested and cooperative member of the American Association of Social Workers, giving generously of his time and ability. The Association feels keenly the loss of a member whose rare combination of personal and professional qualities made him an outstanding representative of the profession.

Notice to Members

Important revisions of the By-Laws are to be proposed at the Association's Annual Meeting in Kansas City. The By-Laws, with the proposed amendments which will be voted on by the membership at that time, are printed on pages 11-16 of this COMPASS.

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ASSOCIATION MEETINGS AT THE NATIONAL CONFERENCE

Kansas City, May 20 to 26

1. *Monday, May 21, 9 A. M.*

Section A. National Conference.

ANALYSIS OF FEDERAL PROGRAM OF RELIEF TO FAMILIES AND TRANSIENTS.

Joanna C. Colcord.

(The paper to be given by Miss Colcord is the report of the Committee on Current Relief Problems of the Division of Government and Social Work of the A. A. S. W.)

2. *Monday, May 21, 2 P. M.*

MEETING OF THE NATIONAL COUNCIL.

Report of the Executive Secretary and consideration of proposals to modify the structure of the Association and amend the By-Laws.

3. *Tuesday, May 22, 11 A. M.*

Joint Session with Division XI.

GOVERNMENT AND SOCIAL WORK.

1. *Our Illusions Regarding Government.*
   Mary van Kleeck.
2. *Promotion of National and State Social Legislation by Social Workers.*
   Sophonisba P. Breckinridge.
3. *Promotion of Local Public Welfare Programs.*
   Peter Kasius.

4. *Tuesday, May 22, 2 P. M.*

PRACTITIONERS MEETING.

The program for this meeting is being arranged by the Practitioners' group of the Chicago Chapter.

5. *Thursday, May 24, 9 A. M.*

ANNUAL MEMBERSHIP MEETING.

Stanley P. Davies, presiding.

President's Address, Stanley P. Davies.

Election of Officers.

Proposed Revision of By-Laws.

Report of National Membership Committee and Other Standing Committees.

(Through the courtesy of the National Conference, no other meetings are scheduled during the period of the A. A. S. W. Annual Meeting.)

6. *Thursday, May 24, 11 A. M.*

Joint Session with Divisions XI and XII.

HOW CAN EMPLOYERS, CLIENTS AND SUPPORTERS RECOGNIZE GOOD SOCIAL WORK?

1. *What are the Basic Unities in Social Work?*
   E. C. Lindeman.
2. *Are There Any Distinguishing Characteristics of Competence in Professional Social Work Upon Which the Public May Safely Rely?*
   Kenneth L. M. Pray.

7. *Friday, May 25, 11 A. M.*

Joint Session with Division XI.

PROBLEMS OF PROFESSIONAL ORGANIZATION.

1. *Official Recognition and Status of the Social Worker.*
   (Progress in state registration and certification, civil service standards, etc.)
   Martha Chickering.
2. *Voluntary Codes for Social Work Agencies.*
   David Holbrook.
3. *New Forms of Social Workers Organization.*
   Joseph Levy.

The Association will have a booth at the Ararat Temple, with daily office hours from 9 to 5:30. Members of the staff, officers of the Association and Committee Chairmen will be available for conferences on the Association program, Chapter programs and questions of membership.

New Chapters

Four new chapters have been established since the beginning of the year, bringing the present total up to 65. The Lehigh Valley (Pennsylvania) Chapter was the first of the four to be approved. The officers of the chapter are: Lucy J. Collins, Chairman; Mrs. Janet K. Thorson, Vice-Chairman; Ilerda C. Wert, Secretary; Dorothy Klopp, Treasurer; Kathleen Hambly, Membership Chairman. The other three, which were accepted by the Executive Committee at its meeting on April 15 are: Florida State Chapter, Sherwood H. Smith, Temporary Chairman; Lynchburg-Roanoke (Virginia) Chapter, T. C. Rohrbaugh, Temporary Chairman; Alabama State Chapter, Winifred Collins, Temporary Chairman.

Active interest in forming chapters has been expressed by members in North Carolina and West Virginia and a North Carolina Chapter looks really imminent as Lily E. Mitchell called a meeting of members in the state to discuss the subject at the State Conference on April 30.

The Association Membership and Finances

During 1933, the membership of the American Association of Social Workers increased from 6066 to 8016, a gain of 32 per cent. The income rose at the same time and the financial statement for the year shows a total income of $43,778.57 as compared with $33,539.74 during 1932.

While the extra income in 1933 resulted in a balance of $10,700.54 at the end of the year, the expense budget is also increasing so that the Executive Committee has already assigned to the Ad Interim Committee responsibility for planning new sources of income to avoid future curtailment.

Income has increased steadily every year but at no time, until 1933, was the increase sufficient to add new staff members to the payroll. As a consequence, the size of the Association staff has remained the same for the last eight years, during which both the membership and the number of chapters have more than doubled.

In the figures given below, the actual income and expenses for 1933 are shown in one column and the budget for 1934 as approved by the Executive Committee in the other column. The budget for this year reflects the increase in staff, in *The Compass* and in travel expense.

The Executive Committee has also made special appropriations for the current year including $1,000 for the cost of the Conference on Governmental Objectives held in Washington in February, and $5,000 for a special project being organized in connection with the Association's interest in employment practices. According to the budget adopted, the regular operating expenses for 1934 will exceed the expected income by $2,550 and the special appropriations make the total excess of expenditures for this year $8550.

The books of the Association for 1933 have been audited by the Raymond C. Brown Company, certified public accountants. Copies of the auditor's report are on file in the American Association of Social Workers office.

Following is the summary of income and expenses for 1933, and the budget for 1934:

	Actual Income and Expense 1933	*Proposed Budget for 1934*
INCOME:		
Dues:		
Current Renewals	$19,943.67	$26,550.00
Late Renewals	3,504.25	3,750.00
Cont. and Sust. Members	2,240.00	1,700.00
New Members	11,247.77	1,500.00
Miscellaneous Dues	1,042.50	500.00
	$37,978.19	$34,000.00
Publications	985.99	
Job Analysis	56.84	750.00
Miscellaneous	292.46	250.00
	$39,313.48	$35,000.00
Beginning Balance	4,465.09	10,700.54
	$43,778.57	$45,700.54
EXPENSE:		
Salaries	$20,595.89	$26,000.00
Office Expense	7,133.28	4,800.00
Travel	3,293.35	4,000.00
Compass	1,930.85	2,500.00
Publications	124.66	250.00
Special Appropriation for Conference on Governmental Objectives	——	1,000.00
Appropriations for Project on Employment Practices	——	5,000.00
	$33,078.03	$43,550.00
Ending Balance	$10,700.54	$ 2,150.54

The First "Strike" of Social Workers

Social workers went "on strike" for the first time in history when 500 employees of the New York Federation for the Support of Jewish Philanthropies stopped work for two hours to protest against the failure of the Federation to restore salary cuts and to reestablish the practice of annual increases. The stoppage was called by the Association of Federation Workers and the 500 members who attended represented 48 of the 91 constituent agencies of the Federation. The institutional, hospital and clerical workers, as well as case workers, in the Federation agencies participated in the protest, as did also delegations from the Graduate School for Jewish Social Work and the New York School of Social Work.

Protests made by the Association of Federation Workers through letters and committees against further continuation of salary cuts had not been answered to the satisfaction of the workers and they decided that their demands could be made

effective only by organized action showing group solidarity. The Association of Federation Workers felt that the stoppage was particularly significant because of the participation of some of the poorest paid and least secure groups of workers in the Federation who had previously not responded to organizational activities.

The workers made it clear at the meeting that they were not asking for salary increases at the expense of the clients of the Federation but that they believed that the Federation could provide adquate relief and service and also pay adequate salaries. The needs of clients were taken care of during the stoppage by emergency staffs left in every agency.

Since the stoppage action has been taken by the Federation rescinding the last cut in the salaries of workers earning up to $2,000.

Practical Possibilities of Cash Relief

An experiment in cash relief conducted in San Francisco to secure more concrete evidence of the practical possibilities of cash relief resulted in the adoption of a straight cash allowance plan for a trial period of six months.

A memorandum on this experiment prepared by Hyman Kaplan, Acting Director, San Francisco Emergency Relief Commission, was included in the material sent to the delegates in advance of the Washington Conference on Governmental Objectives. The findings of the study are summarized here since the study was not included in the other conference material published in the last *Compass* and may be of value to members interested in promoting the cash relief method.

The demonstration which led to the adoption of cash relief for six months was carried out in two districts of the San Francisco Emergency Relief which included unskilled and skilled labor and white collar workers. Cash relief was made general in these two districts and at the height of the experiment in January, 1934, a total of 1077 families were receiving cash relief or 19 per cent of the total family relief load as of that date.

The experiment was planned with the idea of finding out whether relief could be administered on a cash basis at a cost not more than 5 per cent higher than the current grocery-box-plus-check system. The cash allowance was therefore computed on this basis and it was found that it could be operated at a cost no higher than this and possibly at a cost even lower than the grocery box alone as at the end of the demonstration period the cost of operating the commissary had gone up considerably due to added labor costs.

When it came to the preference of the families, there was no doubt at all as 84 per cent of those on cash relief reported at the end of two months that they preferred the cash allowance system. The families appreciated the opportunity to do their own planning, to purchase in accordance with special dietary requirements or racial habits, and to secure fresher food stuffs than they received through the commissary.

On the score of the reliability of families in spending a cash allowance, the report states that "the proportion of irresponsibles would be less than 5 per cent." At the start of the test when 857 families were placed on cash relief, only 9 were kept on the box because of irresponsibility and only 8 were taken off cash relief and placed on the box for the same reason during the experiment. "It is manifestly unfair," says the report, "to penalize 95 per cent or more of the relief group because of 5 per cent or less who cannot be trusted. Rather it is the function of a relief organization to develop the facility to pick out those families that are unreliable and to deal with them differently."

Recognition of the greater social value of cash relief, plus evidence like the San Francisco study on the practical aspects, is leading to a wider adoption of the cash method. Chapters of the A.A.S.W. in New York State and individual social workers recently took an active part in promoting an amendment to the State's unemployment relief legislation to permit towns and cities to give relief in cash if they wish to do so.

Divisional Organization of Association's Program

PLANS for coordinating the Association's activities under several major divisions were adopted at the meeting of the Executive Committee April 15-16. The need for grouping various committee activities which relate to the same general subject is apparent. Lack of this kind of correlation in the past has meant lost motion in committee work and an overburdening of the Executive Committee with administrative detail. Under the divisional plan the Executive Committee's responsibility for committee projects would be decentralized as there would be a responsible steering committee in each division which would act as a stimulating and correlating group for the several committees in the division.

The three subject divisions which have been outlined so far as comprising the Association's most important interests and activities are as follows:

I. Division on Government and Social Work. Linton Swift, Chairman.

This would be composed of the present Committee on Federal Action and its sub-committees,

whose development really supplied the pattern for the division plan. The members of the present Committee on Federal Action would become the Steering Committee of the Division and its present sub-committees would become Committees of the Division on (1) Current Relief Statistics, Joanna C. Colcord, Chairman, (2) Revision of State Poor Laws, Edith Abbott, Chairman, (3) Coordination of Governmental Services, Harry Lurie, Chairman, (4) Housing, Rev. John O'Grady, Chairman. Other committees in the general field of this Division would be added as desired.

II. Division on Personnel Standards, Arthur Dunham, Chairman.

The Committee on Personnel Standards, which was appointed in February and whose membership and immediate plans are described elsewhere in this issue of *The Compass* would become the Steering Committee of this Division. The Division would have the following committees immediately since these had already been set up as sub-committees by the Committee on Personnel Standards: (1) Civil Service, A. Wayne McMillan, Chairman; (2) Registration and Certification, Mary Irene Atkinson, Chairman; (3) Relationship of A.A.S.W. Membership Requirements to Ineligible Social Work Personnel. Other subjects which may be assigned shortly to committees are: Requirements for Social Work Positions, Professional Education. Any future job analysis studies would be considered as within the field of this Division. The National Membership Committee, though grouped with the Administrative Committees, would have a close relationship with the Division.

III. Division on Employment Practices.

The assignment of this Division, which will be set up in the near future, is "to develop the program of the A.A.S.W. on all matters relating to the terms and conditions under which social workers are employed as a means of strengthening the efforts of the Association to secure and retain highly qualified professional personnel in social work."

This group of subjects is closely allied to the Division on Personnel Standards but so much needs to be done immediately in both fields that two divisions are proposed for the present. Close working relationship between the divisions would be maintained through the national staff and if necessary through overlapping of division committee membership.

Subjects under which this division might organize committees include: (1) Salaries, Vacations and Other Employment Practices; (2) Annuities (following up the activities of the present Committee on Annuities); (3) Grievance Procedure (the present grievance procedure should be reviewed and made more workable). Other divisions could be established whenever chapter interests or new developments in social work call for an active program in some particular field.

Administrative committees which would not be included under the three divisions are suggested as follows: (1) a National Membership Committee which, if the By-laws are amended as proposed, would be appointed by the Executive Committee to administer the membership requirements; (2) a Publications Committee whose responsibility would include *The Compass* and the development of a publications program; (3) a Committee on Chapter Organization which would study and develop plans for better organization and promotion of chapter activities including state inter-chapter activities and organizations.

THE COMPASS

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A Start in Certification

OHIO has taken a plunge into the realm of certification. All social workers and aides in public relief agencies administering state and federal funds are being certified by the Division of Charities, State Department of Public Welfare, at the request of the State Relief Commission. Miss Mary Irene Atkinson, Superintendent of the Division of Charities, reports that certificates have been granted thus far to 833 social workers and approval blanks have been issued to 530 persons employed as aides.

This procedure was developed after the State Relief Commission had set up classifications of social work positions, based on specific qualifications, to indicate what persons met the qualifications. These qualifications (published in *The Compass* for November, 1933), require college graduation and school of social work training without equivalents for all social work positions except those of junior case worker and aide or investigator.

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In certifying workers the Division of Charities found it necessary to issue three types of certificates in order to allow for certain equivalents in academic and professional training. *Regular Certificates* have been issued to persons who have the technical qualifications specified by the State Relief Commission for the positions they are holding. *Special Certificates* have been granted to persons of proven ability who have held responsible positions for a considerable period of time with an accredited social agency but who lack the standard amount of formal academic and technical training. *Provisional Certificates* have been granted to those who are expected to qualify for Regular Certificates by completing additional training or experience. *Approval Blanks* have been issued to aides or investigators who do not qualify as yet for certification as professional social workers. Plans are being developed for in-service training which will make it possible to give this group some training on the job. Neither certificates nor approval blanks have been issued to persons filling administrative or clerical positions.

The certificates have been issued for a period of 12 months, when re-certification will be necessary. Approval Blanks were originally issued for a temporary period of 3 months at the end of which period relief directors or case supervisors were asked to recommend whether these investigators should (1) receive new Approval Blanks for a six months' period; (2) be refused Approval Blanks because of unsatisfactory service; (3) be recommended for certification as junior case workers. Educational qualifications, length of experience, performance and professional attitude are taken into consideration in certifying as junior case workers persons who have been employed as investigators.

Issuance of a certificate by the Division of Charities does not imply any evaluation of quality of work, Miss Atkinson states, but merely indicates that the holder fulfills the technical requirements for the position. Neither is a certificate a guarantee of employment for although county relief directors are expected to employ persons who meet the qualifications set by the Relief Commission and who can be certified by the Division of Charities, the initial selection of personnel rests with the local directors.

Furthermore, Miss Atkinson points out, certification is not a substitute for civil service procedure. Examinations have not been set up by the Civil Service Commission because of the need for quickly organized relief machinery. If examinations are held later on the civil service ratings will supersede certification by the Division of Charities.

The job of examining the qualifications of 833 social workers and deciding to which type of certificate they were entitled has been an enormous one. Assistance in checking qualifications was given Miss Atkinson by several members of the American Association of Social Workers serving as an Advisory Committee to the Division of Charities for this purpose. Experience with this certification plan for one group of workers should prove of great value in developing a system of certification to be applied to all social workers in the state.

The Division on Government and Social Work

The Division on Government and Social Work, under the new plan for grouping committee activities of the Association, will take the responsibility for correlating suggestions and for initiating activities within this whole field of interest. The assignments of its present committees (formerly the sub-committees of the Committee on Federal Action) are as follows:

1. *Committee on Current Relief Programs.* Joanna C. Colcord, Chairman.

Many questions developed at the Washington Conference from the discussion of this Committee's report on the F.E.R.A. program. It has been attempting to answer these and a committee report based on this material and on the discussion of the more recent federal relief plans will be presented at one of the morning sessions of the National Conference of Social Work at Kansas City. Policies on cash relief, rents, medical care, and various unemployment proposals come within the scope of this committee's present discussions.

2. *Committee on Revision of State Poor Laws.* Edith Abbott, Chairman.

Their program includes further development of specific details of legislation and the preparation of suggestions for local and state chapter action on this type of legislation.

3. *Committee on Housing.* Reverend John O'Grady, Chairman.

They plan to act as a clearing house of information on housing as it is related to social work. They have already sent an initial statement to the chapters and will include regular material in *The Compass*. With the Public Housing Conference, they are planning a meeting at the National Conference of Social Work.

4. *Committee on Coordination of Governmental Services.* Harry L. Lurie, Chairman.

This Committee has ventured to include in its deliberations the consideration of a national program of public welfare involving the idea of se-

curity as well as relief, and the problem of financing such a large scale welfare program.

Its immediate activities include a recent statement to the chapters on the Wagner-Lewis Unemployment Insurance Bill and a study of various old age pension and insurance measures.

The Division as a whole has prepared an analysis of the present federal relief program and the attitude of this group of social workers toward it.

Members of the Division include: Linton B. Swift, Chairman, Helen Crosby, Secretary, Edith Abbott, Frank Bane, Allen T. Burns, C. C. Carstens, Ewan Clague, Joanna C. Colcord, Frederick I. Daniels, Stanley Davies, Homer Folks, Helen Hall, William Hodson, David H. Holbrook, Dorothy Kahn, Peter Kasius, Paul U. Kellogg, Harry L. Lurie, Rev. John O'Grady, Walter West.

Public Welfare Institute

Present trends and future developments in public welfare will be discussed in a special institute at the New York School of Social Work this summer. The Institute will be divided into two parts of two weeks each and persons may attend either part or both. The first two weeks, July 30—August 10, the discussion will be concerned with future administrative policies within local public welfare departments, with particular reference to what emergency relief has contributed which might be adopted as part of a permanent public welfare program. The second two weeks, August 13 to August 24, questions of broad governmental policy will be discussed, such as whether there should be state or federal participation in future public welfare programs.

Enrollment will be limited to facilitate group discussions but anyone may apply who is employed in an executive or supervisory capacity in local or state relief organizations or public welfare departments. Final admission will be by invitation.

Additional information may be obtained from the School (122 East 22nd Street, New York City) and applications should be filed as soon as possible.

Salaries in Hospital Social Work

A study of salaries in hospital social work, made by Ralph Hurlin of the Russell Sage Foundation, will be available in the near future. The study was made at the request of hospital social workers who were concerned about the salary cuts in hospital social service departments. An interim report has been prepared showing salaries in April, 1930, and April, 1933, which has been sent to cooperating agencies for comment. A more detailed report is now being prepared for publication.

HOUSING NEWS

The new offensive in the housing program resulting from more favorable conditions, calls for understanding and participation by social workers to a much greater degree than in the past. This requires study of the housing program and knowledge of recent developments. What causes slums? How can society provide decent housing for the masses? Are the various plans offered workable? What is the job of the social worker in the field of housing? These questions and many others of like nature must be adequately answered by us.

In order to guide and stimulate the Association's membership in the field of housing, a housing committee has been appointed by the Division on Government and Social Work consisting of Rev. John O'Grady, Chairman, Helen Hall, Dr. Hertha Kraus, David Holbrook, Abraham Goldfeld, Douglas Falconer, Homer Borst, Helen Crosby, Linton Swift, and Walter West.

Through the medium of this column members will be informed of important developments in the field of housing, reports and publications available for distribution, and activities of the chapters in housing programs.

The Committee takes this opportunity to invite all interested members to establish contact. Information, either technical or organizational, is available from the Secretary of the Committee: Abraham Goldfeld, 132 Goerck Street, New York City.

* * *

The Housing Committee is planning a meeting on housing at the National Conference of Social Work in cooperation with the Public Housing Conference.

* * *

The Housing Information Bureau's monthly news letter, published by the Housing Section of the Welfare Council, Mrs. Alice Rothblatt, Secretary, 122 East 22nd Street, New York City, is recommended as an excellent running commentary on developments in the housing situation. A year's subscription may be obtained for 50 cents.

* * *

The National Association of Housing Officials, 850 East 58th Street, Chicago, was organized in November, 1933, to serve as a clearing house of information primarily for public officials concerned with the administration of low-cost housing. All persons interested in the subject are invited to become associate members and to receive its bulletin and use its information service. The dues are five dollars a year. An especially valuable publication of the Association is entitled "Public Housing Surveys—An Outline of Survey and Planning Procedure for Low-Cost Housing."

* * *

"What Do You Know About Housing?" One way to find out is to subject yourself to the self-examination prepared by Abraham Goldfeld and John Klaber. The "examination" consists of three mimeographed pages and is available through Mr. Goldfeld, 132 Goerck Street, New York City. Although the questionnaire applies to New York City only, others might find it interesting too.

* * *

Albert Mayer, Henry Wright and Lewis Mumford give their program for slum clearance and housing relief in a booklet entitled "New Homes for a New Deal," which may be obtained from the New Republic, 421 West 21st Street, New York City. Price 25c.

The Division on Personnel Standards

Centering in one national committee the A.A.S.W. interests in qualifications for social workers, professional education, and selection by public and private employing agencies, the Executive Committee recently appointed a Committee on Personnel Standards. Under the Executive Committee's further plan for broad divisional responsibility in dealing with related activities, this Committee and its sub-committees will become the Division on Personnel Standards.

At its first meeting in Washington, February 18th, in addition to general plans for inter-communication with the Association membership on problems of personnel, the Committee laid out a program of immediate activities which has resulted in the appointment of two sub-committees to study and offer formulations on the following subjects: (1) civil service; (2) certification and registration. Plans are well under way for the appointment of a third committee to study the relationship of the Association and its selective membership requirements to those persons in social work positions who are ineligible for Association membership.

A copy of the minutes of the Committee's first meeting has been sent to each chapter chairman. The Committee Chairman, Arthur Dunham, who now becomes the Chairman of the Division, plans to make a progress report to the membership at Kansas City, at which time the Division's Committee on Civil Service will be in a position to outline its particular work.

Members of the present Committee on Personnel Standards, which will become the Steering Committee of the new Division, are: Arthur Dunham, Chairman; Mary Irene Atkinson, Roy Cushman, Almena Dawley, Marguerite Gane, Clara Kaiser, Robert Lansdale, Rose McHugh, A. Wayne McMillen, Joseph Moss, Walter Pettit, Kenneth L. M. Pray, Gay Shepperson, Lois Tillett, Ruth Wadman.

SECOND THOUGHTS ON THE WASHINGTON CONFERENCE

WILBUR I. NEWSTETTER

MY first reaction to the Washington Conference on Governmental Objectives for Social Work was very favorable. No doubt this was due in part to a personal identification with the project. It is not unlikely that most of the delegates felt that they had participated in an important and timely discussion. The official recommendations of the Conference seemed important and are important. I still consider this occasion one of the most significant projects of the Association, one marking a milestone in the Association's history. A subsequent examination, however, of the statement on National Economic Objectives for Social Work prepared last May by the Committee on Federal Action, followed by a critical review of the recommendations of the Washington Conference, has left me with some considerable feeling of discontent. In developing the reasons for this feeling, it might be well to refer back to the report of the discussion of last April 22 when the Committee on Federal Action had its "hearing."[1]

But even before doing this, we are reminded of the critical view of social work presented by Harry Lurie at the meeting of the American Sociological Society in December, 1932, at Cincinnati.[2] Mr. Lurie claims that "the status of the social worker lies somewhere between that of an independent professional agent and the employee of a business institution." He goes on to state that "it is to be expected that under such auspices social work has been a remedial rather than a revolutionary movement." He suggests that if we are to consider social work as a movement for the improvement of social conditions, social work should then be judged not on the extent of its development and perpetuation of administrative technique, but rather upon the breadth of its perspective of social forces and the extent of its courage in the direction of social change. From this point of view, he finds social work deficient both in its philosophy and in its program. These are harsh words.

In the light of this criticism, let us search the discussion of the April "hearing" mentioned above. First, we meet this statement: "It is our minimum responsibility to use whatever foresight we possess concerning the administrative aspects and the social effects of proposed legislative measures." Also, that "it seems desirable to go further by taking the initiative in stimulating and sponsoring important legislative advances and extending our interest to a national program." In defining general principles in this connection, it is declared an obligation of the social order to provide a *minimum* standard of living for all through definite regulation of industry and social organizations accompanied by a far reaching program of social legislation. Here we find social workers working for minimum (which should be interpreted also as adequate)

[1] "National Economic Objectives for Social Work." *The Compass*, Vol. XIV, No. 8, May, 1933.

[2] "The Fields and Methods of Sociology." Ch. XVI, pages 218-231, L. L. Barnard, Editor.

living standards which seems to indicate economic planning rather than a planned economy as defined by Miss van Kleeck.[3] For the purpose of stimulating the thinking of social workers, the members of the Association are exhorted to devise methods for the thorough consideration of proposals *that have been made* with a view toward an acceptance of a program which relates to the field of social welfare. The implication running through this part of the discussion is to the effect that economics, labor, taxation, and government are really the fundamental things within which a program of social work should be evolved with due cooperation with other groups toward bringing about "a crystallization of individual theories and standards."

I should like to raise the question as to whether a social work program or better, desirable social relationships and conditions should not be made a fundamental framework around which economics, labor, taxation and government could be developed, and that in bringing about this development, we have the makings of a social work program. To quote from Mr. Lurie again, he points out that the weaknesses of social work philosophy and program in relation to the improvement of social conditions are due to the tendency of social workers as a whole to accept the status quo of political and economic processes as fundamentally satisfactory, with the logical outcome that we tend as social workers to overemphasize the case work method of achieving social improvement and through that perpetuate the agencies and resources that have multiplied largely as adjuncts to the prevailing system of economic distribution.

To illustrate how badly we social workers are under the spell of the status quo, we find our Washington Conference recommending in one instance "changes in taxation methods as would stop the gaps in the present income tax law," as well as urging increases in income taxes and the like as preferable (by implication) to the type of tax levied ultimately on consumers goods; while in another portion of the same group of recommendations, we endorse a proposed Wagner-Lewis Bill to promote the establishment of state systems of unemployment insurance, in which Bill a levy on payrolls of industry advocates in reality a tax on consumers goods. Someone might say that in a given state where an unemployment insurance measure is set up, the method of taxation might well be of the income variety. By failing to make this specific, it may well be that we social workers in our ambition to secure unemployment insurance enactments have played inadvertently right back into the hands of the old order.

Again in the April pronouncements, we find advocacy of the achievement and maintenance of labor standards expressed in terms of labor boards in each industry or rather in any industry in which it is deemed necessary, and we find this advocacy in terms of labor boards made up equally of employers and workers with the consumer as such getting only one questionable vote as chairman. (The NRA has afforded only feeble opportunity for the consumer to articulate.) Here we have the old individual gospel of one industry at a time without the cognizance of Miss van Kleeck's point that unless we plan simultaneously and in coordinated comprehensive fashion for all industries, we are doomed to failure in the specific instance. Here again we evidenced our support of economic planning rather than of a planned economy. Possibly that's what we social workers really believe.

Most of our pronouncements in April and in Washington bear testimony to the preoccupation of social workers for methodology and techniques and our failure "to attack vigorously the vital problems of social and economic organization," as Mr. Lurie says, thus limiting ourselves to the study of problems accessible to those in search of radical improvements and revealing our failure to become affiliated with or help to establish a comprehensive philosophy and program of social reorganization.

But Miss Cannon says "the concrete comes before the abstract. Gross and obvious inequalities demand to be dealt with, and objectives are taken for granted. Means of attaining these objectives present difficulties and attention is focused upon them; thus a technique develops. Mastery of technique and its use to create new situations becomes art; curiosity as to causes plus a passion for exactness leads us into science; and art and science effect their difficult but inevitable union in practice, before there is evolved a theory of the profession as a whole."[4]

While sharing the conviction of the great worthwhileness of the Washington Conference and the splendid work of the Committee on Federal Action as a whole, this writer at this distance feels a little disappointed that social workers have not yet apparently reached the point where a philosophy of social relationships can be defined, upon which all of our programs for social work, governmental or otherwise, could be evolved, and the technical administrative skill and experience of social workers brought to bear upon the diffcult task of realizing the goals as

[3] "A Planned Economy." *The Compass*, Vol. XIV, No. 8, May, 1933.

[4] "Recent Changes in the Philosophy of Social Workers." National Conference of Social Work, *Proceedings*, 1933, pages 597-8.

defined. Perhaps it is a little to early to hope for this. Perhaps social workers are a little too close to the practical realities of life to take as detached a view as some of our educators did in the recent N.E.A. Conference in Cleveland where a number of them attempted to define a framework of social relationships upon which economy might wait and be servant.

Toward the end of his discussion, Mr. Lurie says social work does not deal very effectively with major difficulties because our society has not as yet decided to extend control of important social and economic processes. There is just enough of the reformer spirit in this writer to feel dissatisfied with the present pronouncements of our Association, however important, and to long for a meeting of the minds of social workers in defining the kind of a society our experience and insight has equipped us to define.

JOB SPECIFICATIONS UNDER NEW YORK STATE TERA

Classifications of social work positions and salary scales have been officially adopted by the New York State TERA for the administration of home relief in public welfare departments or emergency relief bureaus.

In applying these standards which went into effect on January 20, the TERA has found its greatest difficulty to be finding enough social workers with the qualifications required for supervisory positions. This has been due, the TERA feels, both to scarcity of workers who meet the requirements and to pressure of time in filling some positions which made it impossible in some cases to find workers with the required training and experience within a limited period of time. In cases where time was not such an important factor it was possible to choose supervisors who met the requirements.

Another problem of selection which the TERA has encountered is to find supervisors who not only meet the technical requirements but who are able to adapt themselves to conditions in smaller communities. The TERA is also interested in securing supervisors who are qualified to train and develop investigators so that they may ultimately attain the status of social workers.

The requirements for investigators have tended so far to raise the educational and experience level for this group. Investigators who were already employed when the classifications went into effect have been approved on the basis of performance. New investigators employed subsequent to January 20 are required to meet the qualifications specified for this group.

The specifications for the various positions are as follows:

1. Social Service Director, City Department of Public Welfare (In charge of four to nine case work supervisors, with a staff of thirty or more investigators)

Salary

Minimum of $3000

Duties

These are specifically outlined and include organization and general direction of case work, formulation of case work policies, selection of personnel and case load assignments, maintenance of case work standards, training and development of case work personnel, interpretation of case work policies to the community.

Education and Experience

(a) Graduation from an approved college and graduation from a school of social work, plus at least four years of social work experience in case work agencies within the last ten years, which have included directing and training case workers,
or

(b) Completion of college or its equivalent, plus the equivalent of one year's work in a school of social work, plus six years' experience in case work agencies within the last ten years, which have included directing and training case workers.

Evidence of outstanding professional achievement. Ability to plan work in an orderly way and to train and develop those under supervision.

2. Supervisor of Case Work

Salary

$2000-$3000

Duties

Similar to those of Social Service Director, except that responsibility for organization and general direction of case work is not included.

Education and Experience

(a) Graduation from an approved college and graduation from a school of social work, plus at least three years of social work experience in case work agencies within the last ten years, which have included directing and training case workers,
or

(b) Completion of college or its equivalent, plus the equivalent of one year's work in a school of social work, plus five years' experience in case work agencies within the last ten years, which have included directing and training case workers.

(c) For County Supervisor: Completion of college or its equivalent, plus three years' experience in a case work agency, part of which may be substituted by community organization.

Evidence of ability to make easy contacts and adjustments and to plan work in an orderly way and to train and develop those under supervision. For county work, evidence of adaptability to the rural point of view and customs.

Note: The number of investigators under one Supervisor may not be more than twelve.

3. Senior Social Case Worker

Salary

$1800-$2500

Duties

Professional practice. May be responsible for quality of service of Junior case workers and Investigators. May be assigned to a combination of case work, supervisory and administrative duties or as case reader, chief investigator or intake worker.

Education and Experience

Completion of at least two years' work in an approved college, plus five additional years of general education, technical training and employment in approved case work agencies. The five-year requirement may be satisfied in one of the following ways:

(a) Graduation from an approved college plus one year in an approved school of social work, plus two years of employment in approved case work agencies.

(b) Five years spent in a combination of: attendance at an approved college and attendance at an approved school of social work plus two years' employment in approved case work agencies.

4. Junior Social Case Worker

Salary

$1500-$1800

Duties

Professional practice. May sometimes direct work of investigators. Writing concise case records and reports, interpretation of findings, etc.

Education and Experience

Completion of at least two years' work in an approved college, plus three additional years of general education, technical training and employment in approved case work agencies. The three-year requirement may be satisfied in one of the following ways:

(a) Graduation from an approved college plus one year in an approved school of social work, or two years of employment in approved case work agencies.

(b) Three years spent in a combination of: attendance at an approved college, attendance at an approved school of social work, and employment in approved case work agencies.

5. Investigator

A pre-professional position. This classification includes emergency workers without training or experience in social work. Investigators should be replaced as rapidly as possible by persons with the qualifications required for case workers.

Salary

$1040-$1560

Duties

Determining eligibility for relief and kind and amount of aid needed and planning service to families and other special duties. Assisting case workers or conducting investigations under the direction of the supervisor or other professional staff member.

Education and Experience

Preferably college graduation or its equivalent (which should indicate success in some other profession or in dealing with human relations).

6. Special Assistant (Specialized Service)

Persons in sub-executive positions in charge of central index, insurance adjustments, rent and real estate adjustments, bank clearings, or special activities, who have had training and experience in their respective capacities.

Salary

Minimum of $1200

PROPOSED CHANGES IN THE BY-LAWS

The Executive Committee is proposing a number of important changes in the structure of the Association to be voted on at the Annual Meeting to be held at nine o'clock Thursday morning, May 24, at the Ararat Temple in Kansas City. The three particular improvements which are sought by the proposed changes are as follows:

1. The election of officers by mail

The elections of the Association as at present conducted result in a very unrepresentative vote. The ballot is taken at an annual meeting at which a great majority of the membership cannot by any possible chance be present. In this way most of the members are disfranchised.

Proposed remedy. It is proposed that a vote by mail, in which each member of the Association could cast his ballot, be substituted for the present method.

It is also proposed to require that two names be submitted for each vacancy on the Executive Committee and other elective committees.

2. Membership procedure

The provision for a National Membership Committee elected by the membership and with specified powers is entirely eliminated. This proposal is based on the fact that the work of the National Membership Committee has changed with the adoption of the new membership requirements.

Many important policies relating to standards of professional personnel and to professional education are involved in the membership administration. It is, therefore, believed desirable and important to integrate this membership activity with the general policies of the Association.

Proposed remedy. It is proposed to amend the various Articles and Sections of the By-Laws in which mention is made of the National Membership Committee, and also to amend the Section on the Executive Committee so as to clothe that body with blanket authority over the membership administration. In the attempt to simplify the By-Laws the exact method by which the Executive Committee would delegate the membership administration to a membership or credentials committee has not been specified. Certain details about membership procedure which constitute an Article in the present By-Laws have also been eliminated.

3. Provisions for taking a vote of the membership

The National Council as set up in the By-Laws of the Association has not proven a satisfactory method of securing representation or participation of the membership in the affairs of the Association. Apparently as the membership has grown, the difficulty of getting the Council to function as it was intended has increased.

The present annual meeting has been found increasingly inadequate as a time and place for thorough discussion of the Association's constantly broadening policies and affairs. The difficulty of taking votes on important policies in a two-hour meeting attended by some seven hundred to a thousand persons must be apparent and there has been considerable complaint about actions taken at the annual meeting in recent years on the ground that the questions at issue were not thoroughly understood and there was no way to tell whether non-members as well as members were participating.

Proposed remedy.

a. The elimination of the National Council as now organized.
b. The substitution of a Delegate Meeting. This is proposed on the basis of experience with the Conference on Governmental Objectives held in Washington this year. Until there has been further experimentation it is proposed to define the Delegate Meeting in a broad way.
c. Vote of the membership by mail is provided for. Matters may be initiated by that method or a referendum of membership opinion can be taken.

In order to make the above changes, it has been necessary to propose extensive revision of the present By-Laws. The revision would not affect Articles I, II, and III, and Article IV would be only slightly amended, but Articles V through XV have been revised, rearranged and combined to form Articles V through X of the proposed revision. To simplify action on the suggested changes it is proposed to strike out Articles V through XV of the present By-Laws and to substitute for them new Articles V through X. Material which it is proposed to strike out is in brackets [ ]. New material is in italics.

BY-LAWS

ARTICLE I. NAME. (Note: No change).

Section 1. The name of this corporation shall be "American Association of Social Workers."

ARTICLE II. PURPOSES. (Note: No change).

Section 1. The purposes of said corporation are:

To bring together professional social workers for such cooperative effort as may enable the group more effectively to fulfill its function in service to society. To this end the Association may formulate and seek to establish professional ideals and standards, encourage proper and adequate preparation and training, disseminate information concerning social work as a profession and conduct research, investigation and such other activities as it may deem appropriate to this purpose.

ARTICLE III. SEAL. (Note: No change).

Section 1. The seal of this corporation shall consist of a flat-faced circular die with the words and figures, "American Association of Social Workers, Corporate Seal, 1923, Maine," cut or engraved thereon.

ARTICLE IV. MEMBERSHIP. (Note: Proposed changes in Sections 5 and 6).

Section 1. Membership in the American Association of Social Workers is open to men and women trained in social work who are or have been professionally concerned with problems of social organization and adjustment, and whose ethical standards of performance and character are in conformity with those of this Association.

Section 2. There shall be two classes of membership: Junior member and Member. Members and junior members shall be eligible to vote. Members only shall be eligible to hold office. Any person eligible to be a member or junior member may become a contributing or sustaining member by the payment of annual membership dues designated for these types of membership in Article VII.

Section 3. *Qualifications for Junior Membership.* Applicants for junior membership shall after March 1, 1930, have the following qualifications for admission to Junior membership in the Association:

(1) Minimum age of 21 years.
(2) Completion of at least two years' work in an approved college.
(3) Three additional years of general education, technical training or employment in an approved agency. This requirement may be satisfied in either one of the two following ways:
    a. completion of two additional years' work in approved college plus one year's work in an approved school of social work.
    b. Three years spent in some combination of: attendance at an approved college, attendance at an approved school of social work, or employment in an approved agency, provided however that the applicant has satisfactorily completed:

Fifteen semester hours of social and biological science in an approved school of social work or college.
Ten semester hours of approved technical social work courses.
Three hundred hours of supervised field work in connection with technical social work courses.

(4) Employment at the time of application in an approved agency.

Section 4. *Qualifications for Membership.* Applicants for Membership shall after July 1, 1933, have the following qualifications for admission to membership in the Association:

(1) Completion of at least two years' work in an approved college.
(2) Five additional years of general education, technical training or employment in an approved agency. This requirement may be satisfied in either one of the two following ways:
a. Graduation from an approved college plus one year in an approved school of social work, plus two years of employment in an approved agency.
b. Five years spent in some combination of: attendance at an approved college, attendance at an approved school of social work, or employment in an approved agency, provided, however, that the applicant has satisfactorily completed:
Twenty semester hours of social and biological science in an approved college or school of social work.
Twenty-four hours of approved technical social work courses.
Three hundred hours of supervised field work in connection with the technical social work courses.
Two years of employment in an approved agency.
(3) (Substitute for requirements 1 and 2). Graduation from a four year college plus completion of a two year graduate course in an approved school of social work shall be regarded as fulfilling requirements 1 and 2.

Section 5. No one may continue as a Junior member after he becomes eligible to full membership. No one may remain a Junior member more than five years unless granted extension for cause by the National [Membership] *Executive* Committee.

Section 6. [The National Membership Committee with the approval of] The Executive Committee may in exceptional circumstances elect to membership persons who do not technically meet the requirements specified above.

Section 7. Members and Junior Members shall be eligible to vote. Members only shall be eligible to hold office.

ARTICLE V. MEMBERSHIP COMMITTEE. (Note: The provisions of this article are omitted in proposed revision).

[Section 1. Membership Committee. A Membership Committee of nine shall be elected by the Association at the Annual Meeting of the Association in 1930, three members of the committee to serve for one year, three to serve for two years, and three to serve for three years, and thereafter three members shall be elected annually to serve for three years to fill the vacancies then occurring.

Section 2. The duties of the Membership Committee shall be to devise and provide blank forms for the applications of members and junior members; to examine and vote upon all applications for membership, as hereinafter provided; to interpret the meaning of the various provisions concerning membership qualifications; and to formulate and put into effect any rules and regulations which it deems necessary for the proper conduct of its duties. A vote of a majority of the Committee expressed either at a meeting or in writing, shall be necessary to decide any question brought before the Committee.]

ARTICLE VI. (Note: The provisions of this article are omitted in proposed revision).

[Section 1. Members. Each applicant for membership shall fill out an application blank providing for a definite statement with dates as to education, practical experience, positions held, and any special achievements in social work. He shall give reference to two members in good standing in the Association.

Section 2. Junior members. Each applicant for junior membership shall fill out an application blank as provided by the Membership Committee similar to that for members, and in every other respect the application shall be subject to the same provisions as for members.

Section 3. An application for membership and junior membership may be recommended by a membership committee of a chapter in the locality which the applicant resides or is at work. Applications for membership and junior membership received directly from individual applicants in localities in which chapters of the Association exist shall be referred to the membership committee of such chapters for their recommendations.

Section 4. All applications for Membership and Junior membership shall be voted upon by the membership committee, and a majority vote, expressed either at a meeting or in writing, shall be required for election.

Section 5. The names of all members of any class, shall, as soon as practicable after their election, be published and sent to each member of the Association.]

ARTICLE VII. DUES. (Note: Retained as Article VII of proposed revision).

Section 1. The annual dues shall be as follows: For members, $5; for junior members, $3; for contributing members, $10 and over, but less than $25; for sustaining members, $25 and over.

ARTICLE VIII. TERMINATION OF MEMBERSHIP. (Note: Becomes Article V of proposed revision with Sec. 3 amended).

[Section 1. A member of any class of membership who is not in arrears in payment of dues may resign his membership at any time. Resignations shall be presented in writing and shall be acted upon by the Executive Committee at its first meeting following their receipt.

Section 2. A member of any class who is in arrears for three months in payment of dues, after at least three notices of the amount due have been sent him, may, at the discretion of the Executive Committee be dropped from membership, notice of which action shall be mailed to the last known address of any member so dropped.

Section 3. A member of any class whose conduct is deemed by the Membership Committee to be not in harmony with the ideals and purposes of the Association, after such member has been given opportunity to explain such conduct, may be dropped from membership upon recommendation of the Membership Committee, by the vote of two-thirds of the members of the Executive Committee present at any meeting at which a quorum shall be present. If three members present in writing to the Membership Committee charges against any member, it shall be the duty of the Membership Committee to consider such charges and to make recommendations to the Executive Committee as herein provided.]

ARTICLE IX. NATIONAL COUNCIL. (Note: The provisions of this Article are omitted from the proposed revision).

[Section 1. There shall be a National Council. The members of the National Council shall be elected annually and serve for one year after adjournment of the Annual Meeting of the Association.

Each chapter shall elect one delegate and, in addition, an additional delegate for every fifty members or fraction thereof in excess of fifty members of such chapter. Members of the Association residing outside the territory of any chapter shall be represented by one delegate and, in addition, one additional delegate for each fifty of such members or fraction thereof in excess of fifty. Such delegates to represent members residing outside chapter territories shall be nominated by the Nominating Committee and elected by the members at the Annual Business Meeting of the Association. (The officers of the Association shall be ex-officio members of the Council). The Nominating Committee in nominating persons to be elected as representatives of territory outside of chapter territory shall give careful consideration to geographical divisions and types of social work.

Section 2. It shall be the duty of the National Council to define, develop, and establish the policy of the Association, subject to the direction of the Association as expressed by the majority vote of members voting thereon on questions submitted by mail.]

ARTICLE X. EXECUTIVE COMMITTEE — NOMINATING COMMITTEE. (Note: Combined with Article XI and amended to become Article VI of proposed revision).

[Section 1. Executive Committee. There shall be an Executive Committee which shall consist of sixteen members, composed of the President, Vice-President, Second Vice-President, Third Vice-President, Secretary, Chairman of Finance Committee, Treasurer ex-officio, and nine members to be elected by the members and junior members at the Annual Meeting of the Association in 1930, three members for three years, three members for two years, and three members for one year and thereafter three members are to be elected at the annual meeting to serve for three years to fill vacancies then occurring, which Executive Committee shall exercise all the powers of the Association subject to such policies as may be established pursuant to Section 2 of Article IX and except such powers as are delegated to the National Council and to the Membership Committee and Nominating Committee.

Section 2. In addition to the Membership Committee and the Executive Committee, the National Council may authorize such standing or special committees as may be necessary for the conduct of the work of the Association. A nominating committee of five persons shall be appointed by the National Council at least three months preceding the annual meeting, and due notice of such appointment shall be given to all members of the Association.]

ARTICLE XI. OFFICERS. (See note on Article X).

[Section 1. The officers of this corporation shall be a President, First Vice-President, Second Vice-President, Third Vice-President, Secretary, Chairman of Finance Committee, Treasurer, Clerk, Executive Secretary, and such other officers or agents as the National Council may from time to time determine. The National Council and the First Vice-President, Second Vice-President, Third Vice-President, Secretary, Treasurer and Clerk and all of the officers of the corporation, with the exception of the President and the Executive Secretary, shall be elected at the annual meeting by the members by a majority vote. The President and such other officers or agents as the National Council may determine upon shall be elected annually by the National Council. The President must be a member of the National Council. The other officers may be, but need not be, members of said National Council. The Executive Secretary shall be chosen by the Executive Committee. A chairman of the Finance Committee shall be appointed each year by the President, such appointment to be approved by the Executive Committee.

Section 2. All officers shall perform the duties commonly incident to their respective offices and shall perform such other duties and have such other powers as are prescribed by these by-laws or as the Executive Committee shall from time to time designate. The Secretary or in his absence a secretary pro tempore, shall keep correct minutes of all meetings of the National Council and of the Executive Committee and Membership Committee. The Clerk, or in his absence a Clerk pro tempore, shall keep correct minutes of all meetings of the members. The Clerk or Clerk pro tempore shall be sworn to the faithful performance of his duties.]

ARTICLE XII. MEETINGS. (Note: Amended, except for Sec. 1, to become Article IX of proposed revision).

[Section 1a. Corporation Meeting. A meeting of the members of the corporation, designated as the corporation meeting shall be held annually at the office of the corporation in Portland, Maine, on the first Thursday in April in each year or at such other time as may be fixed by the Executive Committee. Special meetings of the members shall be held at said office of the corporation when so ordered by the Executive Committee or by the President or Secretary, and shall be called at the written request of any ten members and/or junior members of the corporation. Notice of the time and place of all meetings of the members, and in case of special meetings of the business to be transacted thereat, shall be published by the Clerk once at least seven days before the meeting in some newspaper published in Portland, Maine. Each member and junior member shall be entitled to one vote. Members and junior members may vote at meetings either in person or by written proxy. Fifteen members and/or junior members, present either in person or by written proxy, shall constitute a quorum.

Section 1b. Annual Meeting of the Association. A meeting of the members of the Association shall be held annually at the time and place of the National Conference of Social Work. Such meeting shall be designated the "Annual Meeting of the Association."

Section 2. Meeting of the National Council. Regular meetings of the National Council shall be held at least once between annual meetings at such places and at such times as the National Council may by vote from time to time determine, and if so determined no notice thereof need be given. Special meetings of the National Council may be held at any time or place whenever called by the President, reasonable notice thereof being given to each National Councillor, or at any time without notice provided all the National Councillors are present, or if those not present have waived notice thereof in writing. Such special meetings shall be held at such times and places as the notice thereof or waiver shall specify. Eleven members shall constitute a quorum.

Section 3. Meeting of the Executive Committee. The Executive Committee shall hold meetings at least five times during each year at such times and places as may be determined by the President, reasonable notice thereof being given to each member of the committee. Seven members of the Executive Committee shall constitute a quorum.

Section 4. It shall be the duty of the Secretary to submit to the members by mail such questions as he may be directed to submit by the Executive Committee, by the National Council, or by the petition of twenty-five members, or by majority vote of the members at an Annual Meeting of the Association. The Secretary shall

prepare an appropriate ballot in such form that the members may register their votes by indicating yes or no. When a question is thus submitted to the members for a vote the vote shall be returned to the Secretary and must be so returned within three weeks of the date of mailing by the Secretary. The Secretary shall canvass the vote and submit the result with the ballots to the Executive Committee to announce to the membership the result of the vote which shall be binding upon the Association.]

ARTICLE XIII. CHAPTERS. (Note: Amended to become Article VIII of proposed revision).

[Section 1. Chapters of the Association may be formed by the members in any locality, subject to the approval of the Executive Committee. Each chapter shall elect a Chairman and a Membership Committee and may make such provisions as it deems wise and desirable for other officers and committees, and for activities in line with the purposes of the Association.]

ARTICLE XIV. MONEYS. (Note: Omitted but authority assigned under Article VI, Sec. 6, of proposed revision).

[Section 1. Moneys received from membership dues and from all other sources shall be used for defraying the expenses of the corporation and to further its objects under the direction of the National Council.]

ARTICLE XV. (Note: Amended to become Article X of proposed revision).

[Section 1. These by-laws may be altered, amended or repealed by a majority vote of the members and of junior members present at any regular or duly called meeting of the corporation, the notice of which shall have included a statement of the proposed alteration, amendment or repeal.]

Article V. Termination of Membership

Section 1. A member of any class of membership who is not in arrears in payment of dues may resign his membership at any time. Resignations shall be presented in writing and shall be acted upon by the National Executive Committee at its first meeting following their receipt.

Section 2. A member of any class who is in arrears for three months in payment of dues, after at least three notices of the amount due have been sent him, may, at the discretion of the National Executive Committee, be dropped from membership, notice of which action shall be mailed to the last known address of any member so dropped.

Section 3. A member of any class whose conduct is found by the National Executive Committee to be not in harmony with the purposes of the Association after such member has been given opportunity to explain such conduct may be dropped from membership by vote of two-thirds of the members of the National Executive Committee present at any meeting at which a quorum shall be present. Complaints or charges of unprofessional conduct of a member of the Association may be brought to the attention of the National Executive Committee by any other member. If three members of the Association present written charges against any member, it shall be the duty of the National Executive Committee to consider such charges as herein provided.

Article VI. Officers and Committees

Section 1. The officers of this corporation shall be a President, First Vice-President, Second Vice-President, Third Vice-President, Secretary, Treasurer, Clerk, and Executive Secretary, and such other officers or agents as the National Executive Committee may from time to time determine.

Section 2. The President, the First Vice-President, the Second Vice-President, the Third Vice-President, the Secretary, the Treasurer shall be elected annually by mail vote of the membership as hereinafter provided.

Section 3. The Clerk shall be elected annually at the corporation meeting as hereinafter provided.

Section 4. The Executive Secretary shall be chosen by the National Executive Committee.

Section 5. The National Executive Committee shall be composed of the elected officers of the Association and in addition nine members to be elected for terms of three years by mail vote of the membership as hereinafter provided, three members to be elected each year. Chairmen of standing committees of the Association shall be by virtue of such office members of the National Executive Committee.

Section 6. The National Executive Committee shall exercise all the powers of the Association subject to such policies as may be established by vote of the membership as hereinafter provided. It shall determine the establishment of standing and special committees, administer the finances, provide for the administration of the membership requirements, and conduct all other business of the Association in promotion of its purposes.

Section 7. Meetings of the National Executive Committee. The National Executive Committee shall hold meetings at such times and places as may be determined by the President, reasonable notice thereof being given to each member of the committee. Seven members of the Executive Committee shall constitute a quorum.

Section 8. A Nominating Committee of five members shall be elected annually by the membership as hereinafter provided. The Nominating Committee shall prepare a ballot with the name of one candidate, each, for the offices of President, First Vice-President, Second Vice-President, Third Vice-President, Secretary, and Treasurer. The ballot shall also contain names of two candidates for each vacancy on the Nominating Committee and on the Executive Committee, other than the officers herein mentioned. The Nominating Committee shall certify the ballot when completed to the Secretary of the Association who shall announce the nominations to the membership thirty days prior to the mailing of ballots, and who shall conduct the election as hereinafter provided.

Section 9. Additional nominations for any elective office or committee vacancy may be made by petition signed by 100 or more members of the Association, and such nomination, if presented to the Secretary ten days prior to the mailing of ballots, shall be shown on the ballot, and designated as nominated by petition.

Article VII. Dues. (Note: Identical with Article VII of present By-Laws.)

Section 1. The annual dues shall be as follows: For members, $5; for junior members, $3; for contributing members; $10 and over, but less than $25; for sustaining members $25 and over.

Article VIII. Chapters

Section 1. Chapters of the Association may be formed by members in states, localities, or regions subject to the approval of the National Executive Committee which shall have the responsibility to determine that the chapter membership and purposes shall conform to the membership and purposes of the National Association and shall also have the responsibility for determining the area over which each chapter shall have jurisdiction.

Section 2. Each chapter shall elect a chairman and such other officers as it desires and is free to develop its program and activities in line with the purposes of the Association.

Miss Mary E Murphy
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Chicago Ill

Section 3. Each chapter shall select a membership committee which shall pass on all applications for membership arising within the chapter jurisdiction subject to the approval of the National Association.

Article IX. Meetings and Votes of the Membership

Section 1. Corporation meeting. A meeting of the members of the Association designated as the Corporation Meeting shall be held annually at the office of the corporation in Portland, Maine, on the first Thursday in April in each year or at such other time as may be fixed by the National Executive Committee. Special meetings of the members shall be held at said office of the corporation when so ordered by the National Executive Committee or by the President or Secretary and shall be called at the written request of any ten members and/or junior members of the corporation. Notice of the time and place of all meetings of the members, and in case of special meetings of the business to be transacted thereat, shall be published by the Clerk once at least seven days before the meeting in some newspaper published in Portland, Maine. Each member and junior member shall be entitled to one vote. Members and junior members may vote at meetings either in person or by written proxy. Fifteen members and/or junior members, present either in person or by written proxy, shall constitute a quorum.

Section 2. Delegate meeting. A meeting of delegates of the members in chapters and in non-chapter areas may be held at such time and place as shall be determined upon by the National Executive Committee, provided that notice of such meeting shall be given not less than thirty days prior to the date of the meeting. Such meeting shall be designated the Delegate Meeting of the Association. One delegate for each fifty members in non-chapter areas as shown in the records of the Association shall be elected each year by vote of the membership at the same time and by the same methods as the officers of the Association are elected. Each accredited chapter of the Association shall be entitled to one delegate, and in addition each chapter with more than one hundred members shall be entitled to an additional delegate for each one hundred members or part thereof in addition to the first one hundred members. A count of the membership as shown by the records of the national office shall be made within the first quarter of each year, and the number of members and junior members at that time in good standing within the jurisdiction of the several chapters and in non-chapter areas shall determine the basis for the number of delegates to which each chapter and to which the non-chapter areas are entitled.

Section 3. A Vote of the Membership binding on the Association management may be taken as follows:

(1) By the majority vote of delegates at a Delegate Meeting providing that a quorum consisting of not less than one-fourth of all accredited delegates, representing not less than one-third of the total number of accredited chapters, is present and recorded in the vote.

(2) By the majority of votes cast in a ballot taken by mail, provided that ballots are cast by not less than one-half of the total membership representing not less than half of the total number of accredited chapters, and provided that the ballat shall be in such form that the membership may vote by indicating "Yes" or "No."

Section 4. It shall be the duty of the Secretary to submit to all members and junior members in good standing, as shown by the records in the national office, for vote by mail such questions as he may be directed to submit by the National Executive Committee, by Vote of the Membership taken at a Delegate Meeting, or by a petition signed by one hundred members. The Secretary shall prepare an appropriate ballot in such form that members may cast their votes by indicating "Yes" or "No." The Secretary shall canvass all ballots which are properly marked and which are returned to the national office within three weeks of date of mailing by the Secretary; he shall submit the result of all ballots to the National Executive Committee. The National Executive Committee shall announce the result of the vote to the membership.

Section 5. It shall be the duty of the Secretary to submit the ballot certified by the Nominating Committee by mail to each member in good standing, as shown by the records of the national office, not later than June 1 each year. The ballot shall be so designed that preference may be shown by the mark "X" after the name of a candidate for each office to be filled. The Secretary shall canvass the vote and submit the result to the National Executive Committee as provided in the case of a vote by mail, and the National Executive Committee shall announce the result of the ballot to the membership. The person or persons receiving a plurality of the total number of votes cast shall be declared elected.

Article X.

Section 1. These By-Laws may be altered, amended, or repealed by a two-thirds vote of a delegate meeting, or by a two-thirds vote of the membership registered in a vote by mail, provided that a notice of the proposed alteration, amendment, or repeal shall have been given to the membership not less than thirty days prior to the date of the vote on the question.